



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS 11TH INFANTRY REGIMENT, USAIS**  
**FORT BENNING, GEORGIA 31905**

AUG 23 1999

ATSH-TP (310)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum 99-4: Regimental Equal Opportunity Policy

1. I am personally committed to safeguarding the legitimate rights and aspirations of every member of the Regiment. I will not tolerate attitudes, behavior or procedures that discriminate against any individual. I expect every soldier and family member to be treated with dignity, fairness and respect. In short, I expect everyone to be afforded equal opportunity.
2. Conditions that breed or tolerate discrimination based on race, color, religion, sex, or national origin have no place in this Regiment. I expect commanders and other leaders to maintain a climate that fosters dignity, fairness, and respect for individual aspirations. I further expect leaders to ruthlessly eliminate attitudes, behavior, and procedures that condone, promote or give the appearance of condoning or promoting discrimination.
3. Every individual in this Regiment is a soldier. He is not a black soldier, nor a white soldier, nor a Hispanic soldier, nor an "other" soldier. He is a United States soldier. Our civilian team members will be accorded the same standard.
4. The chain of command is the primary channel for dealing with equal opportunity matters. I am the Regiment Equal Opportunity Officer. Battalion Commanders will be the Equal Opportunity Officers for their units. Commanders will clearly inform their subordinates of the high standards of conduct they expect and take prompt and appropriate action when incidents of discrimination, prejudice or harassment occur.
5. A copy of this policy memorandum will be permanently posted on all company bulletin boards.

MICHAEL FERRITER  
Colonel, Infantry  
Commanding

DISTRIBUTION:

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\* This Policy Memorandum supersedes Policy Memorandum 97-4, dated 01 Aug 97.